



# HUMAN RESOURCES POLICY

*The Management of Aqua Mirage Club Marrakech, responsible of the social environment in terms of Human Resources, is committed to:*

**Ensure** *compliance and enforcement of the Moroccan Labour Code.*

**Defend** *a fair and decent treatment, which respects the different cultural sensitivities, fighting against any discrimination as to nationality, social class, age, gender, religion or disability, excluding any type of abuse or harassment while establishing health conditions and security needed in jobs.*

**Implement** *selection and recruitment procedures for equal opportunities, evaluation of the candidates with clear criteria to identify the ideal skills for employment, and the assurance of a strict compliance with the legislation in terms of recruitment.*

**Encourage** *the professional development of employees, regarding performance and without interfering with the company's objectives, with targets and processes, as appropriate, the establishment of training programs to operate a continuous improvement. Make them proud of their membership in our society.*

**Adapt** *the salary policy and benefits to social and economic context, the level of responsibility for each position, performance and achievement of objectives in a fair manner and in accordance with established standards. Cover all employees with insurance during their work.*

**Recognize** *the right of association and union affiliation to establish a relationship of dialogue and cooperation with trade unions and their representatives. The human resources team is responsible for designing, managing and organizing procedures of the human resources; each team manager will be responsible for guaranteeing the implementation and enforcement of this human resources policy with the relevant procedures.*

**THE MANAGEMENT  
AQUA MIRAGE CLUB MARRAKECH**